

**Table 5 continued.**

<b><i>Nothing - my transition was very smooth</i></b>		<b>28.9%</b>
Despite differing durations in their orientation period, all the new RNs in this category cited how important a thorough orientation period had been in easing their transition. Many praised their preceptors and mentors for providing a safe learning environment. Those who went through internship programs rated them very highly.		
<b><i>Provide a willing and capable preceptor</i></b>		<b>15.4%</b>
53.3%	Seek help from colleagues - "Establish my own support system of experienced staff." "Requested that I spend the last half of my orientation with the same person." "Learned it was OK not to know everything and to always ask when I don't know."	
25.0%	Self-education - "Familiarize myself with the unit and policies and procedures." "Read manuals, watch others, and ask questions."	
11.7%	Change jobs - "Switched to a different shift." "I communicated my needs to managers. That was unsuccessful and I'm now searching for other employment."	
10.0%	Attitude adjustment - "Be assertive about what I need to learn." "Be very aware of what is going on around me and be willing to accept my new responsibilities."	
10.0%	Learn from experience - "I exposed myself to as much as possible." Work in different areas PRN / work extra hours to gain more experience.	
<b><i>Provide a more supportive work environment</i></b>		<b>4.1%</b>
50.0%	Personal attitude - "Encourage myself when I do something better than the previous time." "Remain flexible and open minded." "Believe in myself."	
35.7%	Seek help from colleagues - "I look to mentors and peers for support and to act as a sounding board." "I talked with other nurses and they explained how they felt. They said the first 2 years were hardest for them."	
14.3%	Learn from experience.	

percentages on the left side of the table that fall under major headings may total more than 100% due to compound statements that could be attributed to more than one category. Answers to this set of questions did not differ significantly by either the facility type in which new RN respondents were employed, or by their clinical focus areas.